

No. 11 (112)-3 Lab-79/4026.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Solar Glass Works (P) Ltd. Plot No. 83, Sector 25, Faridabad :—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD

Reference Nos. 304, 222, 227 and 179 of 1978

between

S/SHRI NANAK CHAND, RATTAN LAL, BUDHAN SINGH AND RAM LAKHAN,  
WORKMEN AND THE MANAGEMENT OF M/S SOLAR GLASS WORKS (P) LTD.,  
PLOT NO. 83, SECTOR 25, FARIDABAD

Present.—

Shri Hari Singh Yadav, for the workmen.

Shri Ramesh Gupta, for the management.

#### AWARD

By order No. ID/FD/35-B-78/35023 dated 26th July, 1978, FD/36-B-78/32676 dated 13th July, 1978, FD/37-B-78/32852 dated 13th July, 1978, FD/30-N-78/30836 dated 4th July, 1978, the Governor of Haryana, referred the following dispute between the management of M/s Solar Glass Works (P) Ltd., Plot No. 83, Sector 25, Faridabad, and its workmen S/Shri Nanak Chand, Rattan Lal, Budhan Singh and Ram Lakhan, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of S/Shri Nanak Chand, Rattan Lal, Budhan Singh and Ram Lakhan was justified and in order? If not, to what relief are they entitled ?

On receipt of the order of references, notices were issued to the parties. The parties appeared and filed a settlement Ex. M-1. According to the settlement each workman has received a sum of Rs. 800/- only in full and final settlement of his claims and disputes from the management. I therefore give my award that the termination of services of the workmen concerned was notified and in order. They are not entitled to any relief. Each of them has also received a sum of Rs. 800/- only from the management in full and final settlement from the management of all his claims and disputes.

NATHU RAM SHARMA,

Dated the 21st March, 1979.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 248, dated the 28th March, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

The 11th April, 1979

No. 11(112) 3 Lab-79/4120.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award

of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the Workmen and the management of M/s Auto Pins (India) Regd. Faridabad :—

**BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD.**

**Reference No. 286 of 1978**

*between*

**SHRI RAM SAFAL WORKMAN AND THE MANAGEMENT OF M/S AUTO PINS (INDIA) REGD., FARIDABAD**

*Present :—*

Nemo for the workman.

Shri R. C. Sharma for the management.

**AWARD**

By order No. FD/11/25-N-73/34303, dated 21st July, 1978, the Governor of Haryana referred the following dispute between the management of M/s Auto Pins (India) Regd. Faridabad and its workman Shri Ram Safal, to this Tribunal, for adjudication in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947,—

Whether the termination of services of Shri Ram Safal was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties the following issues were framed on 15th January, 1979:—

- (1) Whether the workman was a probationer? If so, to what effect?
- (2) Whether the termination of services of the workman concerned was justified and in order?
- (3) If not, to what relief is he entitled?

And the case was fixed for the evidence of the management. On the date fixed, the representative for the workman stated that he did not want to appear for the workman as he had no instructions. The management produced a photostat copy of the voucher witnessing payment of Rs. 100/- to the workman in full and final settlement and the workman has received in full and final his dues from the management. He is not entitled to re-employment or reinstatement. Termination of his services was justified and in order?

Dated the 28th March, 1979.

**NATHU RAM SHARMA,**  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 288, dated the 3rd April, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act.

**NATHU RAM SHARMA,**  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11 (112) 3Lab-79/4121.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal Faridabad, in respect of the dispute between the workman and the management of M/s Pharmachem Laboratories, Mathura Road, Faridabad:—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD.

Reference No. 401 of 1978

*between*

SHRIMATI SANTOSH KUMARI, WORKMAN AND THE MANAGEMENT OF M/S  
PHARMACHEM LABORATORIES, MATHURA ROAD, FARIDABAD.

*Present.*—

Nemo for the workman.

Nemo for the management.

#### AWARD

By order No. ID/FD/128-78/40121, dated 31st August, 1978, the Governor of Haryana referred the following dispute between the management of M/s Pharmachem Laboratories, Mathura Road, Faridabad and its workman Smt. Santosh Kumari to this Tribunal, for adjudication, in exercise of powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shrimati Santosh Kumari was justified and in order? If not, to what relief is she entitled?

On receipt of order of reference, notices were issued to the parties. The parties appeared but on the last date of hearing none appeared for either of the parties. The workman did not take any interest in her dispute. I therefore give my award that there is no dispute between the parties.

Dated 28th March, 1979.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

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No. 289, dated the 3rd April, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11(112)-3Lab-79/4122.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Ganesh Packaging Industries, Sector-6, N.I.T., Faridabad :—

BEFORE THE PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD.

Reference Nos. 228, 239, 240 & 241 of 1977

*between*

S/SHRI SHRIMATI PREM KUMARI, RAM, NARAIN PAL, JAGRUP SINGH, RAJ KUMARI,  
WORKMEN AND THE MANAGEMENT OF M/S GANESH PACKAGING INDUSTRIES, SECTOR-6,  
N.I.T., FARIDABAD

*Present* :—

Shri Roshan Lal Sharma for the workmen,

Nemo for the management.

## AWARD

By order No. ID/FD/497-77/51907, dated 21st Decmeber, 1977, ID/FD/495-77/51889, dated 21st December, 1977, ID/FD/499/51877 and No. ID/FD/497-77/51901, dated 21st December, 1977 the Governor of Haryana referred the following dispute between the management of M/s Ganesh Packaging Industries, sector-6, N.I.T., Faridabad and its workmen S/Shri/Shrimati Prem Kumari, Ram Narain Pal, Jagrup Singh and Raj Kumari to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of S/Shri Shrimati Prem Kumari, Ram Narain Pal, Jagrup Singh and Raj Kumari was justified and in order ? If not, to what relief are they entitled ?

On receipt of the order of references, notices were issued to the parties. The representative for the workmen appeared but the management was not served, Notices were sent to the management three-four times. Every time the process server had deposed that the factory was lying closed and therefore, notice could not be served, even notice by registered A.D. was sent. That was also returned undelivered. The workmen were directed to effect service of notice on the management but they failed nor gave any other address of the management despite directions. On the last date of hearing neither the representative for the workmen appeared nor any of the workmen appeared. The workmen took no interest at all in pursuing their dispute which rendered liable to dismissal. I, therefore, give my award that all these references that at present no dispute exists between the parties.

NATHU RAM SHARMA,

Dated the 28th March, 1979.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 290, dated the 3rd April, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11(112)3Lab-79/4123.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak, in respect of dispute between the workmen and the management of M/s Jindal Industries Limited, Delhi Road, Hissar:—

BEFORE SHRI BABU RAM GOYAL, PRESIDING OFFICER, LABOUR COURT, HARYANA,  
ROHTAK

SHRI SITA RAM, SHRI MADHO PANDEY, SHRI NATHU RAM, SHRI CHURAMANI,  
SHRI SHAFIE MOHAMAD, SHRI RAM KEWAL, SHRI RAM DALIP, SHRI BINDA  
LAL AND SHRI RAM JATAN, WORKMEN AND THE MANAGEMENT OF  
M/S JINDAL INDUSTRIES LIMITED, DELHI ROAD, HISSAR

Present :—

Shri Tek Chand, for the workmen.

Shri D. P. Sharma, for the management.

## AWARD

By order No. ID/HSR/53/78/46504, dated 13th October, 1978, 46510, dated 13th October, 1978, 46521, dated 13th October, 1978, 46527, dated 13th October, 1978, 46533, dated 13th October, 1978, 46539, dated 13th October, 1978, 46503, dated 12th October, 1978, 46297, dated 12th October, 1978, and 46229, dated 12th October, 1978, the Governor of Haryana referred the following disputes between the management of M/s Jindal Industries, Ltd., Delhi Road, Hissar and its workmen above to

this Court, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of the following workmen was justified and in order?  
If not, to what relief are they entitled:—

1. Shri Sita Ram.
2. Shri Madho Pandey.
3. Shri Nanhu Ram.
4. Shri Churamani.
5. Shri Shafie Mohamad.
6. Shri Ram
7. Shri Ram Dalip.
8. Shri Binda Lal.
9. Shri Ram Jatan.

On receipt of the order of reference, notice were issued to the parties. The parties appeared and filed their pleadings. And at the same time the parties carried on negotiations for arriving at some settlement between themselves and a common dispute was involved and settlement arrived at in all the cases. I consolidated the reference Nos. 283 to 291 of 1978 for further proceedings and recorded the settlement in reference No. 283 of 1978. On 12th March, 1979 both the representatives of the workmen and management placed a copy of the settlement which is marked A and stated that the parties have arrived at settlement and no dispute remains outstanding between the parties. I have seen the settlement placed on the file and marked A in which it is clear that the workmen has received his termination compensation and the workmen has categorically stated that no dispute whatsoever remains outstanding between the parties and the claim of the workmen has been fully satisfied. In view of the above I answer the reference and give my award in Reference Nos. 283 to 291 of 1978 that the claim of the workmen in all these references has been fully satisfied and no dispute regarding termination of services remains outstanding and the workmen are not entitled to any further relief.

BABU RAM GOYAL,

Dated 27th March, 1979.

Presiding Officer,  
Labour Court, Haryana, Rohtak.

Ref. Nos. 283 to 291 of 78/738, dated 3rd April, 1979

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

BABU RAM GOYAL,

Presiding Officer,  
Labour Court, Haryana, Rohtak.

No. 11(112) 3L15-72/1124 - In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak in respect of the dispute between the workman and the management of M/s. Rohtak Delhi Transport Co., Rohtak:—

BEFORE SHRI BABU RAM GOYAL, PRESIDING OFFICER, LABOUR COURT,  
HARYANA, ROHTAK

Reference No. 87 of 1977

between

SHRI OM PARKASH SHARMA, WORKMAN AND THE MANAGEMENT OF M/S. ROHTAK  
DELHI TRANSPORT CO., ROHTAK

Present—

Shri S. N. Vats, for the workman.

Shri Surjeet Singh, for the management.

## AWARD

By order No. ID/RK/110-I-77/28230, dated, 29th July, 1977, the Governor of Haryana referred the following disputes between the management of M/s. Rohtak-Delhi Transport Co., Rohtak and its workman Sh. Om Parkash Sharma to this court, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Sh. Om Parkash Sharma was justified and in order ?  
If not, to what relief is he entitled ?

On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, the following issues were framed in this case by my learned predecessor on 1st March, 1978 :—

- (i) Whether Sh. Om Parkash was employed with the management concerned as a workman within the definition of this term as given in section 2(s) of the I. D. Act ?
- (ii) If yes, whether he was only a part-time employee of the management and he voluntarily abandoned his job with effect from 1st September, 1976 ?
- (iii) In case of proof of Issue No. 1 and non-proof of issue No. 2 as per reference ?
- (iv) Whether the workman Sh. Om Parkash was gainfully employed with M/s. Sunrise Rolling Mills, Rowari and M/s. P. S. Jain and Sons after 1st September, 1976 ?

And the case was fixed for the evidence of the workman. The workman appeared as his own witness, affirmed his claim and closed his evidence on 1st May, 1978. Then the management in their evidence produced MW-1 on 4th October, 1978 and MW-2 on 2nd January, 1979 and the case was fixed for final remaining evidence of the management for 26th March, 1979, when the authorised representative for the workman Sh. S. N. Vats made the following statement :—

“The workman is not interested to pursue his reference as he is already in better employment. The reference may be treated as withdrawn.”

This statement was made in view of the evidence of MW-1 and MW-2 who had placed on file of this case evidence in proof of the employment of the workman. In view of the statement with drawing the case, I answer the reference and give my award that the termination of the services of the workman concerned was justified and in order and he is not entitled to any relief.

Dated the 27th March, 1979.

BABU RAM GOYAL,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

Endst. No. Ref-870/1977/732, dated 3rd April, 1979.

Forwarded (Four copies) to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

BABU RAM GOYAL,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

No. 11(112) 3Lab-79/4125.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s Mangla Udyog Pvt. Ltd., Palwal.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL,  
TRIBUNAL, HARYANA, FARIDABAD

Reference No 319 of 1978

between

SHRI BHED RAM, WORKMAN AND THE MANAGEMENT OF M/S MANGLA UDYOG  
PVT. LTD., PALWAL

Present:—

Nemo for the workman.

Nemo for the management.

## AWARD

By order No. ID/BLB/55-78/36479, dated 3rd August, 1978, the Governor of Haryana referred the following dispute between the management of M/s. Mangla Udyog Pvt. Ltd., Palwal and its workman Shri Bhed Ram, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Bhed Ram was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. One of the representatives for the management appeared but he also did not appear thereafter. The workman did not appear despite service. The case was called thrice and it was at 2-30 P.M. that the dismissal in default was ordered. I, therefore, give my award that at present no dispute exists between the parties.

Dated, the 28th March, 1979.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal,  
Haryana, Faridabad.

Endt. No. 284, dated 3rd April, 1979.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal,  
Haryana, Faridabad.

No. 11(112) 3 Lab-79/4126.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Madan Metal Rolling Mills, Jagadhri;—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL  
HARYANA, FARIDABAD

Reference No. 181 of 1978

between

THE WORKMEN AND THE MANAGEMENT OF M/S MADAN METAL ROLLING  
MILLS, JAGADHRI

Present :—

Shri Surinder Kumar for the workman.

Shri Subhash Chander for the management.

## AWARD

By order No. ID/AMB/12-78/30842, dated 4th July, 1978, the Governor of Haryana referred the following dispute between the management of M/s Madan Metal Rolling Mills, Jagadhri and its workmen, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act;—

1. Whether the workmen should be given identity cards? If so, with what details?
2. Whether the termination of services of Sarvshri Brij Lal, Umroa Singh, Rajesh, Ram Rattan, Manu Ram, Balwant Singh is justified and in order? If so, to what relief are they entitled to?
3. Whether the workmen are entitled to the grant of bonus for the years 1975-76 and 1976-77? If so, with what details?

On receipt of the order of reference, notices were issued to the parties. The parties appeared. The representative for the workmen obtained several adjournments for filing claim statement, but on the

last date of hearing he stated that the workmen were not taking any interest and he, therefore, does not appear. In view of the statement of the representative for the workmen, I give my award that no dispute exists between the parties.

Dated, the 28th March, 1979.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Endt. No. 283, dated the 3rd April, 1979.

Forward (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11(112)-3Lab-79/4127.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s Skytone Electricals (India), 43, Industrial Area, Faridabad :—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 586 of 1978

between

SHRI ISHWAR SINGH, WORKMAN AND THE MANAGEMENT OF M/S SKYTONE ELECTRICALS  
(INDIA), 43, INDUSTRIAL AREA, FARIDABAD

Present:—

Nemo for the workman.

Nemo for the management.

#### AWARD

By order No. 11/180-78/55929, dated 15th December, 1978, the Governor of Haryana, referred the following dispute between the management of M/s Skytone Electricals (India), 43, Industrial Area, Faridabad and its workman Shri Ishwar Singh to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Ishwar Singh was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties but none appeared for either of the parties. The case was liable to dismissal in default. I, therefore, give my award that no dispute exists at present between the parties.

Dated, the 28th March, 1979.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Endt. No. 282, dated the 3rd April, 1979.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.